

Air Transport District 143

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International Association of Machinists and Aerospace Workers AFL-CIO

April 25, 2008

Mr. Steve Jarvis
Vice President / Sales & Customer Experience
Alaska Airlines, Inc.
P.O. Box 68900
Seattle, WA 98168-0900

Dear Mr. Jarvis:

Please be advised that I am in receipt of your letter addressed to my office dated April 22, 2008 regarding the ongoing status of the Home Agent test program at Alaska Airlines, and frankly your unwillingness to negotiate permanency to the said test program.

While I respect your opinions Mr. Jarvis, clearly your letter is inaccurate and is only an attempt to once again assassinate and mischaracterize the IAM as being a nuisance to your operational needs without any mention towards the needs of our membership and the responsibilities of our organization.

In your letter you state, "Frankly we do not believe we even needed a letter of agreement to start a Home Agent program because we could have simply declared working at home a bid position." I would ask that you provide me the article of the collective bargaining agreement which would permit you to do so seeing that Article 4—Classification of Work, makes no reference to a "Home Agent." Additionally, in your letter you state, "We find ourselves regretting that we agreed to this unilateral termination provision." I ask you Mr. Jarvis, how you could perceive this provision as unilateral when you willingly agreed and in fact signed this provision in accordance with the original terms and conditions of the Home Agent test program? To state otherwise should only raise serious concerns to your superiors related to your ability to serve as an effective vice president, and at minimum, question your integrity.

As I clearly explained throughout our April 1, 2008 meeting, our organization must remain in compliance of our mandated obligation of duty of fair representation. The Home Agent test program has expanded our representational obligations beyond the walls of the applicable reservation offices and into the various surrounding communities. Therefore, the need for representation can no longer remain status quo in relation to Article 22. (F) 1, 2. Your comment, "We naturally assumed a few things when we took this unusual step," are completely unfounded and a dramatic attempt to persuade current Home Agent test program participants that we are the one who failed to reach an agreement. When has Alaska Airlines management "naturally assumed" anything related to the context of any collective bargaining agreements; not just the IAM? Please reassure me and our membership that you do not run your business based on "natural assumptions;" you can't honestly expect us to believe that in this volatile industry.

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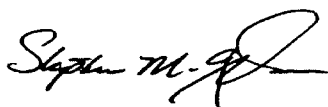
It is unfortunate and tragic that you have decided not to enter into a Letter of Understanding with District 143 regarding a permanent Home Agent program. However, I can truly say that we have been very accommodating throughout this entire test program. We have lived up to our original signed agreement, and furthermore, we have agreed on several occasions to extend the test period in order for Alaska Airlines to fully assess the tangible results of a much-desired program. It remains self evident that if there were ever to be a permanent program, it would solely be on Alaska Airlines' terms and conditions and absent of any input from the IAM.

Therefore, please be advised that District 143 of the International Association of Machinists and Aerospace Workers is exercising the provision of the January 9, 2007 letter, specifically number (11) , and canceling the Home Agent test program and request that you honor your signed and agreed-upon commitment. Air Transport District 143 believes that thirty (30) days notification from the date of this letter to be reasonable time for Alaska Airlines to inform all Home Agent test participants to return to their applicable office locations. Additionally, I would request in writing, a copy of the notification that will be given to the Home Agent test program participants notifying them of their return to the applicable reservation offices.

In closing Mr. Jarvis, I would like to address your comment regarding "the possible impact on our relationship." I absolutely refuse to enter into, or for that matter, maintain a relationship that is so one-sided; one that only advances the Company's needs and not our membership's needs. Brian Tracy once said, "The fundamental glue that holds any relationship together is trust."

I thank you in advance for your time and cooperation regarding this matter. Again, I am sorry that we were not able to enter into a permanent Home Agent program.

Respectfully yours,



Stephen M. Gordon
President/Directing General Chair

arr/opeiu #12

cc: Robert Roach, Jr., General Vice President
Tom Brickner , Airline Coordinator
Sito Pantoja, Admin. Assist/Transportation
Gerry Bernson, Sr. General Chair
Jackie Fay, General Chair
Nan Otto, General Chair